DOCUMENT RESUME

ED 387 713 CG 026 149

TITLE	PayBack. I-77.
INSTITUTION	National Consortium on Alternatives for Youth at Risk, Inc., Sarasota, FL.
PUB DATE	[94]
NOTE	9 p.
PUB TYPE	Reports - Descriptive (141)
EDRS PRICE	MF01/PC01 Plus Postage.
DESCRIPTORS	At Risk Persons; *Community Programs; Community Services; *Delinquency; Employment; *Job Skills; Responsibility; Youth

ABSTRACT

PayBack is a community service/restitution program that provides juvenile offenders an opportunity to be accountable for their delinquent behavior. The process required the delinquent to "pay back" the victim of an illegal act by the delinquent working with a designated business. This document outlines the PayBack program and discusses the program's effect on the following issues: (1) community betterment; (2) community partnership; (3) community support; (4) community visibility; (5) community recognition; (6) community bonding; and (7) recidivism. Juveniles who need to complete a community service obligation or make restitution to their victims are placed in public and nonprofit agencies in the community. Donated monies are used to pay juvenile salaries in instances where restitution is required. Youth are matched individually (based on proximity, interests, offense, age, skills, agency needs, and schedule availability) with community service sites. Sixty percent of juveniles referred to the program are under 16 years of age; 84 percent of the program participants are males. Currently 90 percent of juveniles who are placed in work sites complete their community service and restitution obligations. (SR)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

National Consortium on Alternatives for Youth at Risk, Inc.
5250 17th Street, Suite 107/ Sarasota, Florida 34235 / (813) 378-4793

ED 387 713

I-77

PAYBACK

Recipient of the Kendall I. Lingle Award

of the National Council of Juvenile and Family Court Judges.

Ten years ago an exciting program began in St. Louis County, Missouri that involved the juvenile court, the delinquent, the business community and the general public. The process required the delinquent to "pay back" the victim of an illegal act by the delinquent working with a designated business. The youth who cannot work alone is assigned to a work crew which is supervised by a crew chief and does special projects such as building playgrounds, painting homeless shelters or loading vans at local food pantries.

The Mission of Payback is to:

1. Restore wrongdoer's respect for the law to awaken their sense of personal responsibility, and to instill good work habits and job skills which enhance their future so first offenders don't become habitual offenders.

2. Compensate the victims for their loss with money earned by the youth who committed the crime.

The money to reimburse the victims and the juveniles for their work comes from tax deductible contributions from community donors. There are now over 150 local worksites, and restitution of $129,000 has been returned to victims.

CG026149

BEST COPY AVAILABLE

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY
H. LINGLE
2
TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)"

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)
☐ This document has been reproduced as received from the person or organization originating it.
☐ Minor changes have been made to improve reproduction quality.
• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

INTRODUCTION

PayBack is a Community Service/Restitution program operated by the Family Court of St. Louis County. The program works in close cooperation with the community advisory Board of Directors, PayBack, Inc.

The PayBack program represents an exciting joint venture between the Family Court and community. The Family Court pays staff salaries, administrative and overhead expenses. Juveniles who need to complete a community service obligation or make restitution to their victims are placed in public and nonprofit agencies in the community. Donated monies are used to pay juvenile salaries in instances where restitution is required. Because PayBack, Inc. is incorporated as a nonprofit organization, the Board of Directors is able to accept donations and to do fundraising in order to meet the program's needs.

PayBack provides juvenile offenders an opportunity to become positively involved in their community while fulfilling their restitution or community service obligations.

Over the past few years the PayBack program has established strong linkages with the community resulting in a partnership that has benefited the participants, victims and the community.

PROGRAM DESCRIPTION

PayBack provides juvenile offenders an opportunity to be accountable for their delinquent behavior. Juveniles who do not have a salaried job and are required by the Court to make restitution are placed in public and not-for-profit sites to earn money which they can "pay back" to their crime victims. These juveniles are credited at minimum wage ($4.25 per hour) for the work they perform. All of this money is returned to victims. Donated monies from the Juvenile Rehabilitation/Victim Restitution Fund are utilized to pay juvenile salaries. This Fund is entirely dependent on voluntary contributions from the community.

Juveniles may be referred to PayBack to complete their restitution obligation if they are too young to secure gainful employment or if they lack the skills necessary to secure and/or maintain employment. Juveniles who are required to perform community service are also placed at PayBack work sites in the community where they are able to complete their community service obligations. Youth are matched individually (based on proximity, interests, offense, age, skills, agency needs, and schedule availability) with community service sites. The worksites provides supervision for these juveniles.

Juvenile offenders who are too disruptive, immature or risky for individual placement are referred to a Work Crew in which a Court staff member works directly with a group of five to seven juveniles. The concentrated power of the crew allows them to tackle major projects for the community. The Crew Supervisor also helps the juveniles to develop good work skills and good work habits in addition to serving as a "role model" and mentor.

Older juveniles who participate in the PayBack program may also participate in a job readiness and career awareness curriculum that is available through the Family Court's Education/Vocational Programs.

Over 60% of juveniles referred to the program are under 16 years of age. Eighty-four percent of the program participants are male. Seventy-two percent of the juveniles involved in the program are court ordered and 28% are on an informal adjustment contract. The most common offenses are stealing, tampering and assault. (See Attachment III A for program statistics.)

Juveniles referred to the program for restitution tend to be from low income families.* Because their offenses frequently take place in their own communities, their victims are often economically disadvantaged as well. It is only because of PayBack that these juveniles have an opportunity to be accountable to their victims, and it is only because of PayBack that many of these victims are able to be compensated for their losses.

During 1993, 728 juveniles were referred to the program, 552 for community service and 134 having a restitution obligation. A total of 42 juveniles were referred for both community service and restitution. These juveniles were put to work at one of over 150 public or nonprofit agencies in the community (see Attachment III D for agency listing). There are typically 190 to 225 juveniles working in community agencies at any one time. During 1993 $19,863 was returned to crime victims and 19,843 community service hours were completed. Currently 90% of juveniles who are placed in work sites complete their community service and restitution obligations.

Program staff consists of two full-time Community service Coordinators, one three quarter Work Crew Coordinator, a Special Services Manager, and a Special Services Director who are responsible for the PayBack program as well as other "Special Services" programs.

PayBack was started in 1983 with a grant from the Junior League of St. Louis. In 1985 PayBack, Inc. was incorporated as a nonprofit organization and a Board of Directors was established. Originally, the program only served juveniles who were required to earn restitution. In 1988, based upon the unprecedented success of the program, the Court broadened its focus to include community service obligations as well.

In 1990 a supervised Work Crew component was added. Since its inception, the PayBack program has grown by leaps and bounds. In 1990, 480 juveniles were referred to the program. In 1993, 728 juveniles were referred. With the growth of the program came an increased demand for program funding.

During the past few years the PayBack program has instituted an active outreach effort to involve many sectors of the community in the PayBack venture. The success of this effort has prompted the nomination of PayBack for the Community Resource Award. It is believed that this partnership has positively impacted the community in the following ways:

* The median income of a sample of 101 youth referred for restitution in 1991 was $18,000 which was considerably lower than the median family income of St. Louis County at that time, $45,214. (Based upon 1980 data provided by the U.S. Census, adjusted to 1992 levels.)

COMMUNITY BETTERMENT

St. Louis County has a population of just under one million dispersed across 524 square miles encircling the City of St. Louis. There are a total of 89 municipalities within St. Louis County, each with its own governing body and select services. These cities span a broad range of economic levels from the very wealthy to the very poor. Referrals to the Family Court and to PayBack span this entire economic and geographic spectrum as well. Juvenile delinquency knows no boundaries.

Because the population in St. Louis County is so dispersed and because it's important that the work sites be in close proximity to a juvenile's residence, the PayBack program has developed a large volume and variety of work sites in all areas of St. Louis County, surrounding counties and the City of St. Louis.

Currently there are over 150 PayBack work sites. These include parks, nursing homes, churches, animal shelters, local YMCAs, libraries, food pantries, fire departments, homeless shelters and dozens of other local agencies working towards the betterment of the St. Louis community.

In the first eleven years, 353 PayBack juveniles returned $143,258 to crime victims and contributed 92,614 hours of volunteer service to the community. Juveniles did maintenance work, mowed lawns, painted, raked leaves, cared for abandoned animals at local animal shelters, washed fire trucks, served food to the homeless, organized activities for senior citizen centers, assisted flood victims and performed a host of other "helping" activities.

Since its inception, the Work Crew completed several major projects: installing a sprinkler system on the grounds of the riverfront arch, building a playground for a homeless shelter, renovating low income housing units, and sorting and distributing food for a local food pantry, to name a few. During the spring and summer of 1993 the Work Crew labored long and hard to help the victims of the Midwest flood. Activities included distributing water, food, clothing and supplies in areas that were hard hit by this major disaster. The services provided by the Crew have proved invaluable to local nonprofit agencies, many of which operate on a very limited budget.

In one agency located in a low income area, monies previously used to pay a cleaning service have been reallocated to direct service needs for clients because PayBack participants are able to provide this service. As a first work experience, PayBack offers youth a potential job reference. In some instances, juveniles have chosen to continue volunteering in an agency after their obligations have been completed. In other instances, juveniles have been ultimately hired by the agencies.

COMMUNITY PARTNERSHIP

Not only has the work of the volunteers given the program visibility, at times it has resulted in a productive partnership that sometimes has resulted in financial support as well. One city was able to beautify a neighborhood eyesore while resolving a problem that had their City Council at loggerhead with the help of PayBack. It was not long after the Work Crew painted over gang graffiti on a vacant house in the city, that the mayor approached local businesses asking them to donate to the Juvenile Rehabilitation/Victim Restitution Fund. Their contributions generated nearly $2,000 in financial support and program publicity. (See Attachment II A for newspaper articles on University City.)

In addition, several churches in the area that have benefitted from the work of the volunteers have made donations to the Restitution Fund. The involvement of PayBack volunteers in so many agencies in the community has resulted in a true Family Court/community partnership.

This partnership has also been extended to joint funding ventures which have not only generated monetary support but have also provided an opportunity for high school students to learn about PayBack and help other teenagers as well.

An example of this is a recent fundraising promotion with McDonald's Company, PayBack, and a local school district involved junior high students in the planning and implementation of a KIDS HELPING KIDS project (see Attachment II A for newspaper article). Students volunteered as peer helpers to design and market a reusable sportsbottle to raise money for the Restitution Fund. These peer helpers were enthusiastic about the opportunity to help other less fortunate teenagers who had "made a mistake" to pay their restitution. A variation of this project is going to be implemented in other school districts.

Because of the benefit PayBack provides to juvenile offenders and victims living in economically deprived neighborhoods, The State of Missouri has selected PayBack for several years to participate in the Neighborhood Assistance Program (NAP). Through this participation PayBack is able to offer a state tax credit to business donors equal to 50% of their contribution, thus providing a further incentive for businesses to contribute to the program.

COMMUNITY SUPPORT

While the Family Court funds staff salaries and other operational expenses, donated monies are needed to pay the salaries of juveniles who must earn restitution. Early funding for the program was secured through start up grants from several local corporations. This start up funding however was time limited. In addition, as a result of economic conditions that came into play as the program entered the 1990's, fewer corporate and foundation dollars were available. It was necessary, therefore, to develop a strategy that would ensure ongoing funding at a level which would permit the program to respond to the growing demands being made on the Juvenile Rehabilitation/Victim Restitution Fund.

The early PayBack Board was composed mainly of social service professionals, many of whom were Court staff. As corporate funding became more difficult to secure, it was recognized that the Advisory Board would need to assume the major responsibility for fund-raising and for the development of a support base in the community through which the program could be nurtured and grow. Consequently, efforts were focused on the development of a strong Board of Directors that would have representation from select members of the corporate and civic community.

Major corporations in the area were targeted, particularly those businesses that were directly affected by juvenile crime (retailers, insurance companies, etc.). Efforts were made to sell the program to key decision makers in these organizations and to possibly interest them in assuming a leadership role in the PayBack Board of Directors.

These efforts were successful. Once "in the door" the program sold itself. Board membership was increased from eight tot fifteen members in 1993 with a projected increase to eighteen members in 1994. The St. Louis County Executive joined the board as an ex officio member, further enhancing the broad-based support.

With the strengthening and expansion of the PayBack Board of Directors, it has been possible to expand the funding base by adding to the number of corporations and foundations that provide financial support (see Attachment III B for chronologue of PayBack funding). Most importantly, the Board has identified a support base of individual donors who are asked to make an annual contribution. Consequently, the responsibility for ongoing funding is shifting from corporate to individual supporters.

Donations to the Juvenile Rehabilitation/Victim Restitution Fund increased from $17,500 in 1991 to $25,000 in 1992 and over $40,000 in 1993.

In 1993 PayBack celebrated its tenth anniversary. To mark this important event a Special Events Committee composed of thirty volunteers sponsored a Country Western Dinner Dance and an auction. Local celebrities were featured. More than $10,000 was raised in support of the Juvenile Restitution/Rehabilitation Fund.

In addition to providing funding, community volunteers donate their services as well. A Special Events Committee planned the tenth anniversary celebration. Volunteers help to produce the newsletter and annual report, conduct follow-up surveys with parents and youth, perform clerical duties and help out on the Work Crew. It is because of the many contributions of these dedicated community volunteers that the PayBack program has grown and prospered.

COMMUNITY VISIBILITY

During the past year PayBack has strived to increase community awareness in a variety of ways. An Ad Hoc public relations committee has been assembled. Media representatives serving on this committee assist in implementing the Public Relations strategic plan.

A thirteen minute video, "PayBack: A Promise Kept," was produced by Venture Stores, Inc. and volunteers from the International Television Association (see Attachment V). The Automobile Club of Missouri (AAA) produces the PayBack newsletter, The PayBack Press, which is distributed semi-annually to 8,500 supporters and potential supporters.

Program staff, in conjunction with the Board, have sought to give the PayBack program a high degree of visibility in the community. There is an active speaker's bureau. At least twice per month the Program Manager and/or a PayBack Board member or representative speaks to community groups interested in learning more about the program. Press releases are sent routinely to local newspapers updating them on board and program developments. Several local newspapers have featured the program in articles or columns (see attachments).

PayBack has been featured in the news on two local television stations (KMOV-TV and KSDK-TV).* PayBack representatives have also been interviewed on many local radio stations(WIBV, Q96, KEZK, WIL, KDHX, KMOX, KATZ). Local celebrity, Harry "Texas Bruce" Gibbs who is fondly remembered by many St. Louisans as a television pioneer has signed on as the PayBack spokesman and ex-officio member of the Board of Directors (see Attachment II C).

In March of this year, PayBack staff were invited to participate in the National Crime Summit featuring Attorney General, Janet Reno, organized by congressman Richard Gephart in St. Louis. With all the negative publicity about juvenile crime, summit participants welcomed the PayBack "good news." As a result of this participation there has been positive feedback about the PayBack program from the Office of Juvenile Justice and Delinquency Prevention.

COMMUNITY RECOGNITION

During 1992 the PayBack program was recognized by the community on several occasions. PayBack was selected to be the recipient of the "Corrigan-Wiesman Special Partnership Award" by the St. Louis County Juvenile Justice Association for outstanding programming for youth. The PayBack Manager received a "Diamond Award" from United to Serve America for her work towards community betterment. One of the local radio stations selected PayBack as the "Superstar of the Week" in recognition of the program's positive impact on the community. PayBack was also selected by the Missouri Juvenile Justice Association to be the recipient of the 1993 "Award of Excellence" which was presented at the spring conference last May.

Recognizing the fact that "It is better to give than to receive," PayBack also presents a "Community Spirit Award" each year to the individuals, or organizations, or corporations, whose commitment and community spirit have enhanced the horizons of our youth and encouraged the growth of PayBack, Inc. (see Attachment I C for detailed description of awards).

* A video of these newscasts can be secured through Donna Rau, Family Court of St. Louis County, (314) 889-3408.

COMMUNITY BONDING

Upon completing their restitution and community service obligations program participants complete a questionnaire regarding their experience at the worksite. Juveniles and their parents typically describe their experience as beneficial:

"I enjoyed it."
"I realized there were people who had more problems than I did."

In 1992 fifty parents of program completers were contacted three months or longer after their juvenile had completed their work assignment. All of those parents contacted reported a positive result with their youth as a result of participation in the program. Comments from parents includes comments such as follows:

". . . He learned a lot."
"He was able to pay off the debt."
"It made him responsible."

Currently a follow-up survey is being conducted by a PayBack volunteer. To date she has interviewed 34 program participants and 45 parents of participants. Of those surveyed 95% of program participants and 81% of parents described the work experience with PayBack as beneficial. The survey also found that 16% of program participants continue their association with the worksite after completing their obligation.*

PayBack benefits the offender as well as the victim. Even more importantly offenders are provided an opportunity to bond with a community from which they have been alienated, and to act on behalf of their neighbors instead of against them.

RECIDIVISM

Juveniles referred to the program for the purpose of completing their restitution were followed for one year after they exited the program. The recidivism rates of juveniles who completed their restitution obligations through PayBack were considerably lower than the recidivism rates of the juveniles who failed to complete their restitution obligations. It should be noted that the sample of non-completers was small and non-completers tended to have more referrals than completers prior to PayBack.*

*A full description of this follow-up research can be obtained by contacting Donna Rau, Director - Special Services, Family Court of St. Louis County, 501 South Brentwood Boulevard, Clayton, Missouri 63105, telephone (314) 889-3408.

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement (OERI)
Educational Resources Information Center (ERIC)

REPRODUCTION RELEASE

(Blanket)

I. DOCUMENT IDENTIFICATION (Class of Documents):

All Publications: Payback

Series (Identify Series):

Division/Department Publications (Specify):
National Consortium on Alternatives for Youth at Risk, Inc.

II. REPRODUCTION RELEASE:

In order to disseminate as widely as possible timely and significant materials of interest to the educational community, documents announced in the monthly abstract journal of the ERIC system, *Resources in Education* (RIE), are usually made available to users in microfiche, reproduced paper copy, and electronic/optical media, and sold through the ERIC Document Reproduction Service (EDRS) or other ERIC vendors. Credit is given to the source of each document, and, if reproduction release is granted, one of the following notices is affixed to the document.

If permission is granted to reproduce the identified document, please CHECK ONE of the following options and sign the release below.

☑ ← **Sample sticker to be affixed to document**

Check here
Permitting microfiche (4" x 6" film), paper copy, electronic, and optical media reproduction

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY
Sample
TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)"

Level 1

Sample sticker to be affixed to document →

"PERMISSION TO REPRODUCE THIS MATERIAL IN OTHER THAN PAPER COPY HAS BEEN GRANTED BY
Sample
TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)"

Level 2

or here
Permitting reproduction in other than paper copy.

Sign Here, Please

Documents will be processed as indicated provided reproduction quality permits. If permission to reproduce is granted, but neither box is checked, documents will be processed at Level 1.

"I hereby grant to the Educational Resources Information Center (ERIC) nonexclusive permission to reproduce these documents as indicated above. Reproduction from the ERIC microfiche or electronic/optical media by persons other than ERIC employees and its system contractors requires permission from the copyright holder. Exception is made for non-profit reproduction by libraries and other service agencies to satisfy information needs of educators in response to discrete inquiries."

Signature: Peter F Engle	Position: DIRECTOR
Printed Name: PETER F ENGLE	Organization: NCAYAR, INC
Address: 5550 14TH ST, STE 101 SARASOTA, FL 34235	Telephone Number: (813) 365 4133
	Date: 3/24/95

OVER

III. DOCUMENT AVAILABILITY INFORMATION (FROM NON-ERIC SOURCE):

If permission to reproduce is not granted to ERIC, or, if you wish ERIC to cite the availability of these documents from another source, please provide the following information regarding the availability of the document. (ERIC will not announce a document unless it is publicly available, and a dependable source can be specified. Contributors should also be aware that ERIC selection criteria are significantly more stringent for documents which cannot be made available through EDRS).

Publisher/Distributor:	
Address:	
Price Per Copy:	Quantity Price:

IV. REFERRAL OF ERIC TO COPYRIGHT/REPRODUCTION RIGHTS HOLDER:

If the right to grant reproduction release is held by someone other than the addressee, please provide the appropriate name and address:

Name and address of current copyright/reproduction rights holder:

Name:

Address:

V. WHERE TO SEND THIS FORM:

Send this form to the following ERIC Clearinghouse:

If you are making an unsolicited contribution to ERIC, you may return this form (and the document(s) being contributed) to:

ERIC Facility
1301 Piccard Drive, Suite 300
Rockville, Maryland 20850-4305
Telephone: (301) 258-5500